# FFL 2024-2028 Strategic Plan Update

5-year goal: Strengthen our position as a vibrant, inclusive, and accessible hub for community engagement, culture, literacy, and lifelong learning.



### Strengthen Staff

Build capacity, skills, trust, and understanding within our staff



#### Bolster Board

Sustain and strengthen a cohesive and engaged Board of Trustees



# Expand On Our Commitment to Inclusion

Sustain and strengthen our existing commitment to diversity, equity, inclusion, and belonging



### Provide Resources for all Ages & Abilities

of a social, cultural, educational, and entertaining nature



# Implement Renovations

in order to expand our capacity to meet our mission and serve our community



### Pursue Efficiency Goals

while adhering to facility maintenance schedule and needs

# Strengthen Staff Team

Building capacity, skills, trust, and understanding within our staff



### HIGHLIGHTS

Reviewed & Refined Internal Documents (Job Descriptions, Org Chart)

Implemented targeted staff training and team-building opportunities

Continued to refine internal communication systems



# **Bolster Board**

Sustained and strengthened a cohesive and engaged Board of Trustees

### **HIGHLIGHTS**



Solidified Board onboarding, expectations

Created and communicated robust opportunities for Board engagement

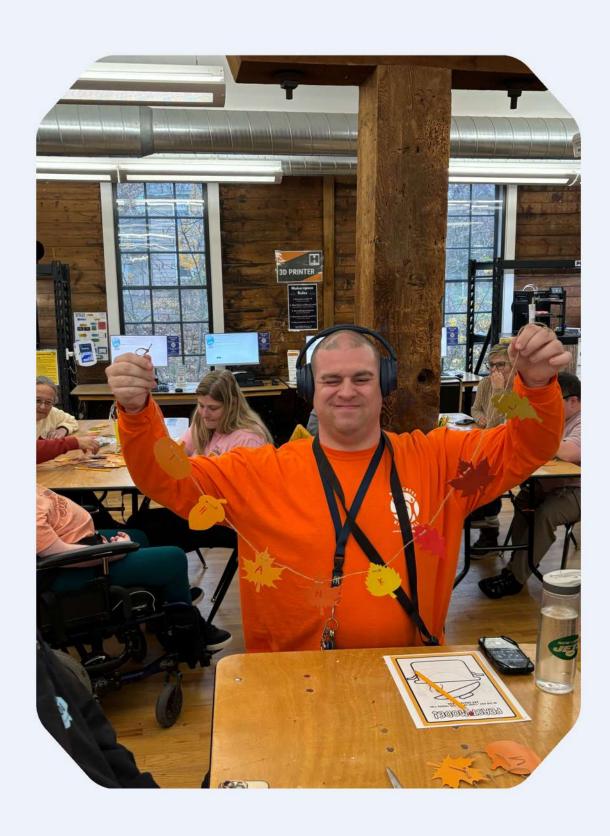
Worked to expand Board knowledge of staff members' roles and responsibilities



# **Expand Upon our Commitment to Inclusion**

Sustained and strengthened our existing commitment to diversity, equity, inclusion, and belonging

### **HIGHLIGHTS**



#### Spaces:

 Applied for/acquired grants for sensory/care room, improved accessibility of main entrance and computer lab, front desk and workroom

#### **Programs:**

 Applied for/acquired grants and launched several new programs geared towards the disability community, ESOL community

#### **Collections:**

 Performed collection audit, launched new collection policy with amplify historically underrepresented voices



# Provide programs and resources for all ages and abilities

of a social, cultural, educational and entertaining nature

### **HIGHLIGHTS**

Planned and offered programs and services to meet the needs of targeted populations, including tweens/teens, seniors, and the disability community





# Implement Renovations

in order to expand our capacity to serve our community

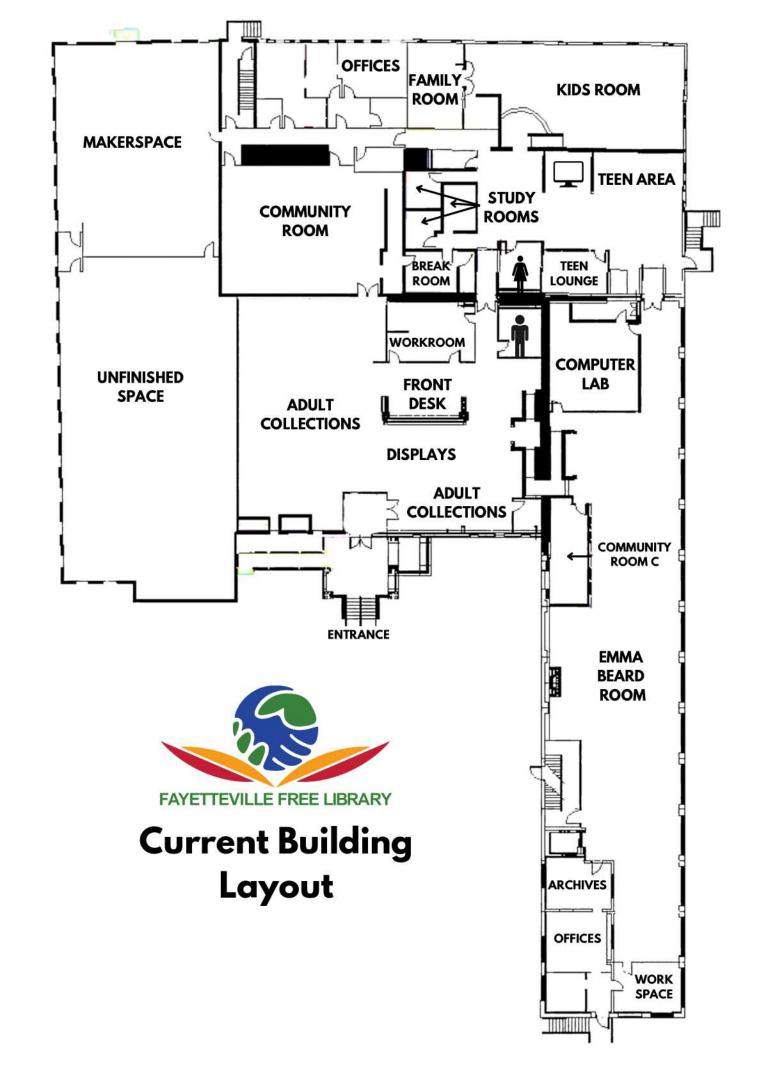


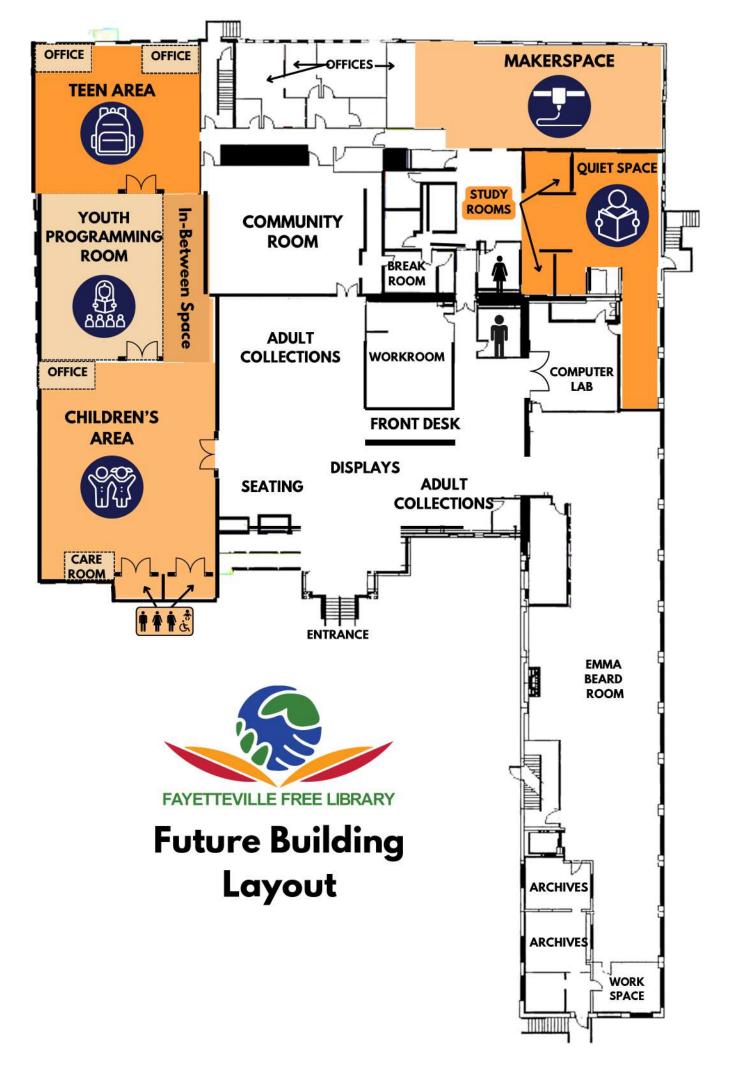
### **HIGHLIGHTS**

- Awarded NYS Construction grant for new Children's Room, computer lab, main entrance
- Secured CREST Grant for Programming Room
- Working with HKK and VIP on both projects.
   Construction scheduled to start in Jan.
- Applied for 2025 NYS Construction grant for new, accessible front desk, bathrooms









# Fayetteville Free Library Renovation Plan Proposed Timeline & Funding Sources

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CHILDREN'S ROOM, FRONT ENTRANCE, COMPUTER LAB ENTRANCE

#### When:

January 2026

#### Where:

Unfinished East Wing; entrance; computer lab

#### **Funding Source:**

2023 NYS Construction Grant & Board-Restricted Capital Reserve Account

#### Why:

We've outgrown the capacity of our original Children's & Storytime Room (now Family Room). We need a Children's Room with a large programming space, play area, bathrooms, Care Room, & YS office. Our front entrance and computer lab also need accessibility improvements.

YOUTH PROGRAMMING ROOM

#### When:

January 2026

#### Where:

Unfinished East Wing space

#### **Funding Source:**

2024 CREST Grant (Mannion)

#### Why:

Our current Community Room is always in use. Having a dedicated youth programming space will double our capacity to host library programs and room reservations! **IN-BETWEEN SPACE** 

#### When:

January 2026

#### Where:

Unfinished East Wing space

#### **Funding Source:**

Board-Restricted Capital Reserve Account

#### Why:

Middle grade kids (grades 3-6) have their own unique needs, interests, and collections. The In-Between space will be a place built for the changing needs of kids who are growing up.

RENOVATED FRONT DESK,
WORKROOM & BATHROOMS

#### When:

January 2027

#### Where:

Existing front desk, Workroom 1 & public bathroom areas

#### **Funding Source:**

2025 NYS Construction Grant (anticipated) & Board-Restricted Capital Reserve Account

#### Why:

We need a more accesible desk. The height and depth of our current front desk makes it very difficult to utilize and inaccessible for many.

Reconfiguring the new desk will also allow for a larger, more accessible Workroom.

# Pursue Efficiency Goals

while adhering to facility maintenance schedule and needs

### **HIGHLIGHTS**

Researched grants towards green energy; worked to tighten building envelope, brought climate education programming to the community, and adhered to maintenance schedule



